Appendix 51 ▪ Nurse Care Manager Training and Development Pathway

#	Core Competencies	Suggested Courses/ Workshops*	Suggested Time Frames for Completion after Employment
1.	Ability to conduct in-depth assessments and reassessments covering health and psychosocial issues.	▪ Geriatric assessment ▪ Risk management	Six months
2.	Ability to evaluate the participant as a total person and identify the functional limitations that impede independent living.	▪ Geriatric assessment ▪ Risk management	Six months
3.	Ability to interpret clinical health findings and formulate a plan to address needs.	▪ Chronic disease mgmt. ▪ Care management	Four months
4.	Good written and verbal communication skills.	▪ Written communication ▪ Teaching strategies ▪ Teamwork	Six months
5.	Negotiation skills with ability to advocate on behalf of the participant.	▪ Problem solving ▪ Case management	Four months
6.	Collaboration skills including consultation with physicians, other health professionals, team members, participant, family, and community contacts.	▪ Conflict resolution	Four months
7.	Ability to analyze and interpret assessment findings and apply to level of care determinations.	▪ Case management ▪ Community health nursing ▪ Applicable regulations	Four months
8.	Ability to develop care plans which address participant's needs.	▪ Care management ▪ Community health nursing	Four months
9.	Ability to evaluate, monitor, and determine unmet needs of participant.	▪ Care management ▪ Community health nursing	Four months
10.	Ability to identify and develop support systems for the participant.	▪ Problem solving ▪ Project resolution	Four months
11.	Ability to apply critical thinking and problem-solving skills.	▪ Community outreach and networking	Ongoing
12.	Knowledge of community resources and services available to participants, and ability to access those resources effectively.	▪ Community outreach and networking	Ongoing
13.	Good computer skills	▪ Community outreach and networking	Six months

*Courses in appropriate subjects may be available on-line as well as through conferences, seminars, and traditional community resources.